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SAP C_THR97_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Offboarding Process: This section of the exam measures the skills of HR professionals and covers managing the offboarding process within SAP SuccessFactors.
Topic 2	Role-Based Permissions for Onboarding and Offboarding: This section of the exam measures skills of SAP administrators and covers the management of role-based permissions specifically for onboarding and offboarding processes in SAP SuccessFactors.
Topic 3	Document Template Management and e-Signatures: This section of the exam measures the skills of SAP Administrators in managing document templates and e-signature processes within SAP SuccessFactors Onboarding.
Topic 4	Managing Clean Core: This section of the exam measures the skills of SAP SuccessFactors consultants and covers the principles of maintaining a clean core within SAP SuccessFactors environments. It emphasizes strategies to ensure system integrity and optimal performance. A key skill assessed is understanding the importance of a clean core for effective system management.
Topic 5	Onboarding Data Model and Custom Data Collection: This section of the exam measures the skills of SAP Professionals related to onboarding data models within SAP SuccessFactors, including custom data collection methods.
Topic 6	Essential Features and Provisioning Settings to Enable Onboarding: This section of the exam measures skills of onboarding specialists and covers essential features and provisioning settings necessary for enabling the onboarding process in SAP SuccessFactors.
Topic 7	Integrations with Onboarding: This section of the exam measures the skills of SAP Administrators and covers integrating various systems with SAP SuccessFactors Onboarding.

Topic 8	Onboarding Process and Compliance Settings: This section of the exam measures the skills of the targeted SAP Professionals related to onboarding processes, including compliance settings required for legal adherence within SAP SuccessFactors.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Onboarding Sample Questions (Q29-Q34):

NEW QUESTION # 29

What are some examples of preconfigured Offboarding email templates?

Note: There are 3 correct answers to this question.

- A. Resignation Approval Message to Employee
- B. Announce Termination Message
- C. Offboarding Exit Interview Scheduling
- D. Offboarding Cancelled
- E. Offboarding Process Restarted

Answer: A,B,D

NEW QUESTION # 30

What are the prerequisites for creating Onboarding tasks?

Note: There are 2 correct answers to this question.

- A. Configure the Select Onboarding Task Configuration business rule
- B. Configure additional tasks in the dashboard
- C. Create role-based permissions to access new hire tasks
- D. Create an Onboarding program to assign tasks

Answer: C,D

Explanation:

Creating Onboarding tasks in SAP SuccessFactors requires setting up the necessary permissions and program structure to ensure tasks are assigned and accessible to the appropriate users.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Create role-based permissions to access new hire tasks (Option A): Role-based permissions (RBPs) must be configured in Manage Permission Rolesto grant access to onboarding tasks for roles like hiring managers, HR coordinators, or new hires. This includes permissions like Complete Data Collection Task or Access New Hire Data.

* Create an Onboarding program to assign tasks (Option C): An Onboarding program must be created in Manage Onboarding Programsto define the sequence of tasks and assign them to specific roles or users, such as new hires or managers.

Option B (Configure additional tasks in the dashboard) is incorrect because tasks are configured in the Onboarding program or Process Variant Manager, not directly in the dashboard. Option D (Configure the Select Onboarding Task Configuration business rule) is incorrect because no such standard rule exists for task creation; rules are used for other purposes like validation or assignment.

NEW QUESTION # 31

Who should be provided role-based permissions to perform Offboarding?

Note: There are 3 correct answers to this question.

- A. All employees
- B. External employees
- C. Contingent workers
- D. Manager
- E. Administrator

Answer: A,D,E

Explanation:

Offboarding in SAP SuccessFactors involves multiple stakeholders who need specific role-based permissions (RBPs) to complete tasks like exit surveys, asset returns, or process initiation. The permissions are assigned based on the roles involved in the offboarding process.

According to the SAP SuccessFactors Offboarding Configuration Guide:

* Administrator (Option A): Administrators require permissions like Manage Onboarding or Offboarding to initiate and oversee the offboarding process, configure tasks, and monitor completion.

* Manager (Option C): Managers of the exiting employee need permissions to complete tasks such as reviewing exit data or approving knowledge transfer, typically assigned via roles like Complete Data Collection Tasks.

* All employees (Option D): Exiting employees (offboardees) need permissions, such as Onboarding External User or equivalent offboarding permissions, to access and complete their assigned tasks, like exit surveys or personal data updates.

Option B (External employees) is incorrect because external employees are not typically involved in offboarding processes. Option E (Contingent workers) is incorrect because contingent workers are managed separately and do not usually participate in standard offboarding tasks.

NEW QUESTION # 32

How do you initiate the Onboarding process?

Note: There are 3 correct answers to this question.

- A. Add a New Employee in Admin Center
- B. Import a CSV file of new hires in Admin Center
- C. Add a new hire to Onboarding in Admin Center
- D. Initiate Onboarding from SAP SuccessFactors Recruiting
- E. Initiate Onboarding from an external applicant tracking system

Answer: C,D,E

Explanation:

Initiating the Onboarding process in SAP SuccessFactors can be done through manual actions, integrations, or automated triggers, depending on the system configuration and integration setup.

According to the SAP SuccessFactors Onboarding Configuration Guide:

* Add a new hire to Onboarding in Admin Center (Option B): Administrators can manually initiate Onboarding by using the Add New Hire to Onboarding tool in Admin Center, which creates a new onboarding record for the hire.

* Initiate Onboarding from an external applicant tracking system (Option C): When integrated, external applicant tracking systems (ATS) can trigger Onboarding by transferring candidate data to SuccessFactors via APIs or middleware, typically when a candidate is marked as hired.

* Initiate Onboarding from SAP SuccessFactors Recruiting (Option E): Integration with SAP SuccessFactors Recruiting Management allows Onboarding to be automatically initiated when a candidate is moved to the Hired status in the recruiting process. Option A (Import a CSV file of new hires in Admin Center) is incorrect because there is no direct CSV import option in Admin Center specifically for initiating Onboarding records. Option D (Add a New Employee in Admin Center) is incorrect because adding an employee typically occurs in Employee Central, not as a direct trigger for Onboarding.

NEW QUESTION # 33

Which processes and functionalities are available in SAP SuccessFactors Onboarding with integration to an external HRIS?

Note: There are 2 correct answers to this question.

- A. Process restart for new hires

- B. Offboarding for terminating employees
- C. Internal hire from transferring employees
- D. Onboarding for new hires

Answer: C,D

NEW QUESTION # 34

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